

Amendment No. 2 to HB2754

West  
Signature of Sponsor

**AMEND Senate Bill No. 2498\***

**House Bill No. 2754**

**FILED**

Date \_\_\_\_\_

Time \_\_\_\_\_

Clerk \_\_\_\_\_

Comm. Amdt. \_\_\_\_\_

by deleting all language following the enacting clause and by substituting instead the following:

SECTION 1. Tennessee Code Annotated, Title 50, Chapter 1, Part 3, is amended by adding the following as a new, appropriately designated section:

(a) As used in this section, employee benefit means health insurance coverage of any type, life and accident insurance and disability insurance.

(b) An employer with fifty (50) or more employees may not terminate any employee benefit unless that employer provides notice to the affected employees no later than twenty-four (24) hours after termination of the benefit. Notice may be accomplished by any reasonable means, including by providing affected employees with written or email notification, by posting information on an employee bulletin board, or by making an announcement on a public address system that is able to be heard by all affected employees.

(c) Termination of a benefit includes termination of the employer's portion of the payment for the benefit regardless of whether the employee has the option, by law or by contract, to continue to purchase the benefit by paying the employer's portion of the payment.

(d) Nothing in this section shall be construed to require an employer to provide notice of its intent to terminate an employee, except as otherwise required by law or contract. Regardless of the period of time between notice of termination of an employee and the effective date of the employee's termination, notice of termination of the employee serves as effective notice of the termination of benefits for the purposes of this section.

(e) If an employer gives notice to fifty (50) or more employees within a three (3) month period that an employee benefit has been terminated, then notice of the benefit

termination must be provided to the commissioner of labor concurrently with the notice provided to the fiftieth (50<sup>th</sup>) employee.

(f) An employer who fails to give a notice required by this section is subject to a civil penalty of five hundred dollars (\$500) per employee who did not receive the required notice. This fine shall be assessed by the commissioner of labor.

SECTION 2. This act shall take effect upon becoming a law, the public welfare requiring it.